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WORK ENVIRONMENT AND EMPLOYEE PRODUCTIVITY

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ABSTRACT:

This research study investigated the effect of work environment on employee productivity. The objective of this study therefore geared towards ascertaining whether the nature of work environment lead to achieved productivity, absenteeism and lateness among employees. Also, the study will investigate if office is neat, noiseless, properly arranged well lighted and ventilated, employees will feel a sense of belonging and this will make them to work efficiently and effectively? And if good working environment increase individual output, leading to growth of the organization? The researcher recommended the followings: The organization should map out programme for provision of good work environment to increase productivity and of promoting occupational safety and health of workers. The organization should ensure that the office of its workers is always clean, tiding up and properly arranged for easy movement and comfortable to the workers and customers. The findings of this theoretical study shows that good working environment can automatically increase the employee productivity and also it benefits to the growth of the organization.

KEYWORDS: Environment, Morale, Job Security, Productivity, Prospective.

INTRODUCTION

Human effort in organization is indispensable. It constitutes a complex phenomenon to managers of such organization to comprehend. Accordingly, it is believed that every behavior is a goal directed. Thus, for an organization or individual to engage in any productive venture, it must have underlying factors including the individual in that direction. Hence the effect of work environment in achieving set target for the organization must be in adequate condition. Therefore, the nature of office concerned with these things that influence workers productivity, which constitute the "why" of people behaviors? Why do people do things differently? Why is X's moral higher than Z's? What are these increases in work productivity? These questions can be answered with the understanding of the nature of work environment and how these affect productivity (Asika, M. M. 2006).

However, the organizational target can only be achieved if the environment is conducive. Work environment consists of the office buildings, its furniture and layout as well as the physical conditions under which workers operate. Berger, I. E (1992) said that it is also concerned with the external factors to the business which the office serves, the industry or other activities within which the business lies, the custom and laws of the community within which they operates. These environmental factors are always changing and the office must react to the changes, but how does the customs and laws reduce workers morale? This question can be answered after investigation. Office and work environment are dynamic, but the most dynamic factors in the office is human factor.

Berger, I. E and Mitchell, A. (1989) said that the workers today are more educated than before. They are more likely to raise questions about their environment of work since management itself is dynamic pro. It has adhered and addresses itself to the provision of good environment of work for workers productivity. But what are those increases that enhance productivity? Therefore, answer will be made after investigations. However, poor work environment and bad conditions have posed a great danger to workers health and therefore make

them to work with less joy and enthusiasms and work progress is hampered and disrupted.

Bett, P. W. (1975) said that an understanding of the effect of work environment on the productivity of employees cannot be over-emphasized or seen as overstatement in every organization. Experience has shown that workers are directly influenced by the environment they find themselves or where their competence will achieve nothing in terms of productivity if the environment is not conducive. This is in respect of workers in public enterprises today especially those in Transport Service and issue of unproductive nature of workers is compounded with the poor nature of the environment.

Statement of the research problem

Every organization is set up for a purpose and such purpose which is generally referred to as the objective and this cannot be achieved if the environment looks unhealthy. The absence of important of work material as a result of non-availability of some necessary office facilities like air condition, rugs or tiles, good ventilation in some of the department in the company is a common feature. Some offices or departments look depressing and unstimulating. Some of them have no louvers, light and some with uncompleted roofs.

The state of affairs do not compete favorably with other office outside, some office with dirty and scattered environment, most of the departments have small floor space with materials tables, chairs, papers, files and other things scattered here and there. Some office were furnished without due regard to the relationship between colour selection and workers morale. Some of these facilities has colour which makes the office to be dark; in some of the department's world service are wrongly arranged.

It is known from workers view point that the work of accounting typing etc needs good quality of light because of visual discrimination involved. As a result of non availability of good work environment, the performance of employees is in a declining state. Most departmental manager in the company pay no attention in accomplishing the departmental set objectives, as to be recognized and promoted at the expense of workers or employees welfare. These acts of negligence by the mangers have gone a long way to reduce workers performance or morale. The state of affairs in the company has resulted to negative attitude by the employees which is inimical to the progress and accomplishment of the company's set objective.

REVIEW OF LITERATURE

This section shall examine at length the meaning of the effect of work environment and some selected theories of work environment. Over the years, theories have made series of attempts to unravel the mystery surrounding why people tend to display certain behaviour in a given condition, they believe that every behaviour manifested in the work place or otherwise is a goal directed. Work environment entails its buildings, its furniture, and layout as well as the physical condition under which employee operates. This brings us to the definition of environment.

Chen, W & Lee, C. (2005) Work environment has both positive and negative impact on the psychological well-being of the workers. The work environment can be thought of simply as the environment in which people work. As such, it is a very broad category that encompasses the physical setting (e.g. heat, equipment) characteristics of the job itself (e.g. work load, task complexity). Work environment is location where a task is completed. When pertaining to a place of employment, the work environment involves the physical geographical location as well as the immediate surroundings of the workplace; such as a construction site or office building. Work environment typically involves other factors relating to the place of employment, such as the quality of the air, noise level, and benefits of employment such as free child care or adequate parking.

However, not all aspect of the environment are equally important or indeed relevant when considering the psychological environment and how this environment affects workers wellbeing. Aside the job scope itself, one factor that significantly influences how employees feel about work is the environment. By work environment it means everything that forms part of employee's involvement with the work itself, such as the relationship with co-workers and supervisors, organizational culture, opportunity for personal development etc.

Kochan (1980) considers environment in the following context, economic context, and social and technology context. It could be looked at as the surrounding of all situation, people event etc that influence life. Thus, people who are working in a good environment exert greater effort to perform than those who work in an unhealthy environment. However, this definition above as related to the following theorist tells us more about work environment.

Characteristics of a positive work environment

Davidson A. R., Yantis, S. Norwood, M., & Montano, D. E. (1985) A positive work environment makes employees feel good about coming to work and this provides the motivation to sustain them throughout the day. When looking for a new job, then assessing the work environment is a crucial step one should not skip. After all, is the place you might be working at in future and would not want to be dragging oneself to work

every single morning? Due to the job variety available in the marketplace, this research work is probably a little

generic and may not apply to all types of jobs. However, as we shall see below, these qualities are much valued by employees and employers in most jobs. They are pretty universal in that sense, except in a few exceptional cases.

Transparent and Open Communication:

Davidson, A. R., Morrison, D. M. (1982) In essence, a transparent and open form of communication addresses the employee's need to feel that what they have to say has value. It is what makes employees feel that they belong in the organization. Work then becomes meaningful because the employees know that what they contribute affects the organisation that they are affiliated with. It is essential therefore for staff to discuss the organisation's philosophy, mission and values, from time to time during retreats, meetings etc. to ensure everyone knows what they are working for other than their paychecks. Having open discussion gets people involved and allows them to share their views and perspectives on how to achieve company goals. After which the management side will give their own perspective on how to fulfill the organisation mission. Give and take is such two way open communication will eventually break down the hurdles present in hierarchical or bureaucratic organisations. At the end of it all, it promotes trust in day to day interaction between co-workers, as well as between subordinates and supervisors. Everyone becomes more united with the organisation's mission in their mind; there is mutual respect among all employees, regardless of their official statuses. This is when employee will not be afraid to suggest ideas to improve the work processes, thus benefitting everyone in the organization in return.

Work life Balance:

Denyer, J. C. (1974) said that there has to be some sort of balance between work and personal life. In general, having that sense of balance will improve job satisfaction among employee because they will feel that they are not overlooking the other areas of their lives that are, if not more important to them than work. When employee fulfill their various needs and goals in life, such as those of family, friends, spiritual pursuits, self-growth etc. they can then feel more confident about themselves and perform their best at work. Apart from that employees that are exposed to more experience in life outside of work can use what they have gained and apply that to their work. In other words, work-life balance can promote creativity and out of the box thinking, thereby increase productivity in employee. Good employees are often defined as those who put in loads of effort and sacrificed their personal time in order to perform well in their work. Managers have a responsibility to show that this is not right, by rewarding employees who maintain good work life balance habit (e.g. leave work on time) and can still perform well. In this case, the organisation may adopt a firm stance on work-life balance by educating employees on the benefits of having such balance in their lives or even include it under their mission statement.

Training and Development Focused:

Grott, A. (1964) said that in times when change is more rampant than ever before, it is necessary for organizations to keep abreast with the changes and train their employees accordingly. For instance, technology is evolving so rapidly that what organisations commonly used ten years ago could be made obsolete today. Here, training and retraining of employee will help them to be on top of their jobs and constant updating there by increasing the employee productivity. Adapting to change is never more crucial in this era because those who do not got replaced. This has to do with both the individual and the organisation itself. A training and development focused organisation has a clear roadmap for training their employees to sustain and enhance the productivity of the organisation as a whole. Essentially speaking, there are two kinds of skills that can be developed: hard skill and soft skills.

Hard skills: impact work productivity directly e.g. knowledge of a new database management system.

Soft Skills: interpersonal skills which could affect the morale of the organisation. A positive work environment would have routine trainings to improve efficiency and instill positive attitudes among employees. Recognition for Hard Work Rewards are necessary to encourage certain behaviours in persons. This is known as positive reinforcement under operant conditioning in the field of psychology. It is used in organisational behaviour management as well: by rewarding employees who put in effort for their work, this will promote similar behaviour in the future. Shower praises: A reward here doesn't have to be monetary in nature; sometimes even a simple verbal recognition by the supervisor is all that is necessary to spur the employees' motivation. When hard work is appropriately rewarded and duly recognized by the management, employees will naturally feel

valued by the organisation for what they put in. such mentality is healthy for the organisation because employee will be willing to go the extra mile without worrying about not getting anything in return.

Hostile work environment

Behaviour.Consequences (PP 387-412) said that the Hostile work environment exists when one's behaviour within a work place creates an environment that is difficult for another person to encounter. Common complaints of hostile work environment are sexual harassment which includes fondling suggestive remarks. Sexually suggestive photos displayed in the workplace, use of sexual language etc. to be unlawful, the conduct must create a work environment that would be intimidating, hostile or offensive to a reasonable person. A hostile work environment may also be created when management acts in a manner designed to make an employee quit in retaliation for some action. For example, reported safety violation at work was injured, attempted to join a union, or reported regulatory violations by management and management's response was to harass and pressure the employee to quit. Employers have tried to force employees to quit by imposing unwarranted discipline, reducing hours cutting wages, or transferring the complaining employee to a distant work location. However, an attractive and supportive work environment can be described as an environment that attracts individuals into the organisation. Working environment can be divided into two components namely physical and behavioural components.

Creating a positive work environment

Kotler, P. (2005) asks that is your work place a positive one? Here are some ways to make employees love coming to work every day. When it comes to managing employees, one of the most important things one can do for them involves setting the right tone at work. We have all heard some of the horror stories about terrible jobs or bad managers and the one thing each of these stories has in common was the negative work place environment. An employee's motivation to work is heavily influenced by his or her environment. You want your employees to respect you not fear you. Creating a positive work environment will yield far better results for your employees and the company.

Clear Communication:

Good communication between a boss and his or her employees is essential for positive working relationship. Your employees need to understand what you want them to accomplish, but you also need to have an idea of what they expect from you. There should be an equal amount of communication from you and your employees. The key to good communication at work is to be clear and direct if there are issues do not avoid them and pretend they do not exist. Address the issues head on and make it clear why it is an issue. Especially when it is a bad news, it is much better to be direct with the words.

Listen to Everyone's ideas:

Each of your employees is with the company for a reason. Encourage employees to voice ideas even if the idea may need some work, it is still important that everyone has his or her say. This will show that each member of your team is valuable and such input is just as important as a fellow co-worker's.

Encourage your Employees to Share Ideas:

Set up specific times during the day to open your office door and allow employees to bounce ideas. Encourage your team members, especially the more quiet employees by asking for input directly. That will help cement the fact that everyone's input is important. Encourage employees to share ideas in their weekly meetings. This will let them learn from each other and also help such employees to be on the lookout for more ideas to share with the team.

Recognize hard work:

It is a good idea to reward an employee who does good job. Recognizing the individuals who work hard will encourage such employee to keep up the great work. It also instills the notion that hard work is acknowledged and appreciated. It will encourage other employees to strive for the same recognition. Staff meetings are a great time to acknowledge the work your employees do. You can take two minutes out of the meetings to bring

attention to your employees' accomplishments. Other rewards that are cost-efficient can involve letting your

hard working employees either leave work early or come in later, or present such employee with a prize such as a gift card.

Show your Trust:

You know those parents who hover over their children constantly and never give them time to breath? You do not want to be the workplace equivalent of that your instinct may be to micromanage and make sure everything is running exactly as you want it but that will only create a negative environment for everyone else in the office. Step back and let your employee do their jobs. A manager has to trust that employee will do a good job after all, you hired them for a reason. While you should periodically check in with your employees, you do not want to be overbearing about it.

Have some Fun:

Your employees are spending eight hours of their day in the office. Maintaining a professional environment is important but that does not mean it has to be dull. A happier employee will perform much better than a miserable one. There are many ways you can be both fun and professional. Allow employees to decorate their work spaces to show off their personalities even have small contests for the best decorated desk. Encourage employees to take breaks during the day and they will be happier and more productive. Organizing a staff retreat can do wonders for morale, provided it is a fun and productive retreat.

Lead the Way:

As the one in charge, you are to set the tone for your employees. If you are grumpy and negative your employees will react accordingly. If you stay positive, your work environment will reflect that a smile is contagious and a frown even more so. Be comfortable and encouraging with your employees. Listen to them and keep up the constant communication. Once you create the positive work environment, maintaining it becomes a lot easier and employee's productivity will certainly increase.

Types of work environment

Work environment are grouped into two; the internal environment and the external environment.

The internal work environment

Internal work environment is seen as the surroundings such as things concerned with the operation. Molokwu (1993) viewed internal work environment as buildings, furniture, layout, as well as the physical conditions under which employees operate.

The external work environment

Molokwu (1993) sees external work environment as a result of factors such as custom and laws of the community within which the business operate, weather condition, policies etc. outside the work environment. Kochan (1980) was of the opinion that external work environment are exhaustively discussed as under the following environment contexts such as economic context, public, policy context, etc.

General effect of work environment

The environment has many effects and opined by the following theorists, Gnaft (1964) comments on the effect of work environment, in his write up he stated that environmental factors contributes to employees productivity, quality output, level of wastage and rate of turnover. He further postulated that unhealthy depressing and unsafe work environment leads to job dissatisfaction and eventually low productivity. He went further to mention that when an office is grossly deficient in stimulation, the resultant effects are absenteeism, lateness, wastage of resources, disobedience and many other negative attitudes.

Sources of job attitudes

Motivation:

This is the act or an instance of motivating or providing with a reason to act in certain ways. When staff are not motivated, they may quit their job, but when work environment is motivating enough, it will lead to increase

in productivity. Motivation is the state or condition of being influenced by external factors to act or accomplish something. It is something that motivates the desire to act in certain ways.

Job Satisfaction:

The extent to which a person's hopes, desires and expectations about the employment one is engaged in are fulfilled. When employees have a positive and friendly work environment, this can lead to job satisfaction which will in turn bring about increased productivity. When there is hostile work environment, employee will not have the desired satisfaction and productivity will be adversely affected.

Job Enrichment:

This is a medium through which management can motivate self-driven employees by assigning them additional responsibility. We all want people to be productive, motivated, explore some ways of enriching team work to increase job satisfaction. Job enrichment is a job design technique that is a variation of the concept of job enlargement. Job enrichment adds new sources of job satisfaction by increasing the level of responsibility of the employees.

Factors that influence employees' productivity

In every organization, many contributions in enhancing workers morale to achieve a particular purpose and such conditions are:

Safety Measure:

Level of safety measure in an organisation helps to improve employee's morale and make them contribute immensely toward the productivity of the organisation. Every manager should be conscious comfort for the interest of their employees. Anderson (1980) opined that safety measures are important in every organisation. According to him, many people are not only interested on the salary scale when seeking for employment, but also want good working conditions which includes the health and safety of employees. In addition, he stated that inadequacy of fire extinguishers, first aid box etc. in the office will affect employees negatively. He further emphasized that the morale interest and attitude of workers will not be boosted if they understand that they are not cared for.

Prevention of overcrowding:

According to Molokwu (1993), office is safe for employee when overcrowding is avoided. This allows free movement of both workers and materials as well as enhances effective operational process. David (1981) postulated that overcrowding causes inadequate ventilation in work environment. In his view, he suggested that adequate effect should be put in place to see that overcrowding is been prevented in an office. He further highlighted that environment comfort is achieved by controlling the movement of materials in the office.

Poor Ventilation:

Groft (1964) posted that a stuffy atmosphere reduces capacity to think and act, this reduces output, he wenmt ahead to say that proper ventilation, makes for a healthy working environment devoid of fatigue, laziness, drowsiness etc, and consequently promotes workers efficiency. According to David (1981), state that inadequate ventilation and air conditioning system provides environmental discomfort to employee.

Good Quality Lighting System

Onibon (1974) postulated that poor standard of light obviously affect workers interest and attitude towards their work and makes them to suffer from degree of eye strains and fatigue. Adequate lighting system stimulates workers to carry out the work effectively. He said that office shop and railway premises act of 1963 stated that sufficient and suitable light either natural or artificial should be made available in the office. Denyer (1974) stated that bad lighting system causes eye strains and fatigue to employees. He went ahead to say that the result of a test carried out in Bureau of internal Revenue in Washington, USA shows that productivity in the office increases by five per cent 5% as a result of introduction of higher lighting system. He further stated that good vision is important for the satisfaction of the industrial work and its essential quality and safety.

Good coloration:

According to Oliver (1975), a well decoded office or working environment is an ideal home and has a reaching effect on the morale and interest of employees. He further opined that appearance of work environment has a positive effect on people working in it to him, dirty stinking and unsafe surroundings are depressing to workers while bright and cheerful colour base have great effect on employees. Johnson (1970) made us to know that the use of light colour are perhaps is the best means of creating positive working condition, he pointed out that many organization failed to recognize the fact that colour influences employees output in their best assigned duties. He maintained that good decoration with suitable combination of colour is very important because it create a positive effect on workers in the office.

Suitable Office Site:

According to Molokwu (1993), he stated that when an office is located in a good place, it will help to induce the working condition of employee in a good way, such lowering cost of service, reduction of pollution, it create healthier life for workers, greater room for expansion, lower insurance and rate. Johnson (1970) stated that work environment will improved better when its site is favourable for staff, such as access to good restaurant, good transportation service and good shops etc.

Good planning layout-

According to Molokwu (1993), who is of the view that for a good layout, the following factors should be considered.

I. Departments that work together should be adjacent e.g. the cashier and accountant
II. Departments that receive many visitors such as personnel and purchasing department should near the reception area.
III. Mail and other service departments should be located at the same building to be as quite as possible.
IV. Conference and board office should be nearer to the building.
V. Office using different offices should be on a good floor.
VI. Allocation of private office only to senior staff to whom privacy is required.
VII. Toilet and chock room should be readily accessible to staff
VIII. Drawing offices to be at the top of the building to obtain maximum light.
IX. Adequate space should be provided for records.

Noise control measure:

Betts (1995) emphasized that noise has been criticized as having detrimental effect on heath, mental and physical mechanism of workers and overall productivity for him, the effect of noise on productivity include; irritation, different in concentration fatigue and low morale on employees. He further suggested that noise control should be effectively implemented such as mechanics that makes high noise should be located for the administrative office. Denyer (1974) stated that careful setting of work building is the first requirement of noise control and prevention. Preferably, the building should be erected some kilometers away from the major road to avoid some of the unpleasant noise from the traffic of vehicles. He went further to say that noise from cluster of machines, slamming of doors and the sound of footsteps on the floor has a remarkable inference on the morale and level of employee's productivity.

General Cleanliness:

Betts (1975) commenting on effect of general cleanliness of work environment because cleanliness do not only from the basis for a healthy body and mind built also a vital contribution to employees increased efficiency. He went ahead to make a negative effect on the morale, interest and productivity of workers. Derek (1975)

propound that staff may be most unhappy if their working environment is unclean. He further said that certain cushion must always be fresh and clean, stains and dirty on carpet be removed. He went further to say that it is an eye-saw to see files and other materials scattered here and there in the office. He suggested that the employees should be made to understand the important and the need to maintain a clean and orderly arrange office.

Environmental factors that affect job performance

Krishnan, H. S., Smith, R. E. (1998) stated that all organisations operate within an environment. Environment is

the surrounding areas where things and objects live. There are two types of environments; internal and external. The internal environment is the one within the control of an organisation while the external environment is beyond the control of the organisation. The external environmental factors play a great role in affecting job performance. They include:

a) Physical Environment: This relates to the land area, climate, topography, drainage system, vegetation and soil types as they affect the sources of inputs, the conversion of inputs to output, the location of business and consumer location. In respect to our study, the physical environment has to do with the proximity to customer (the people who are the input).
b) Legal Environment: This relates to complying with the legal requirements for establishing and operating business in such environment. A business not properly registered can have effect on employee productivity as the freedom to operate freely will not be there.
c) Socio-Cultural Environment: The socio-cultural environment has to do with the norms, traditions, tastes, preferences and habits of the target population within which the business operates. It has to do with the values of the people where the business operates. Citing a beer production facility in the far north without taking consideration of the norms, culture, and tradition of the people in the area may be counterproductive.
d) Political Environment: This has to do with the government policies which determine business practices and investment climate in the economy. As a result, the stability of government and the priority of the political party in power would affect business operations and productivity.
e) Demographic Environment: Here, the population and its distribution, which constitutes the target markets for goods and services, have to be considered too as such will affect productivity.
f) Technological Environment: Is an external factor that can affect employee productivity since technological changes makes previous practices obsolete, such as the use of computer in business operations. The organisation has to adjust positively to changes in technology. There has to be constant and consistent update in the system.
g) Economic Environment: is another factor that can have effect on business productivity. The general state of the economy has to be considered to ensure the business is viable. If the economy is buoyant there will be more demand for goods and services, as a result more revenue will be generated for the organisations. Similarly, if the economy is in recession, fewer goods will be demanded and fewer revenue for the organisation.
h) Income Distribution: expenditure patterns, savings capability of consumers all affect demand for goods and services. So management of organisation should always find out information concerning the state of the economy.

Factors that cause poor productivity of employees

Unsafe equipment and tools

This is one of the factors that causes poor productivity. Oliver (1975) stated that congested office makes employees to feel uncomfortable. He further stated that some people work in what he called “store” all in the name and this tendency is that there will be no free movement of man and materials especially where the workers share small floor space, thus the morale of employee will be negatively affected.

Poor lightening system:

Arova (1975) postulated that poor standard of light obviously affect employees interest and attitude towards their work and fatigue. He said that office shop and railway premises Act of (1863) stipulated that sufficient and suitable light either natural or artificial should be made available in the office. Johnson (1970) stated that

improper lighting in the office result’s to low output and low satisfaction. He went ahead to say that any lighting system which does not enhance employees ability to see their test very Well, will obviously have a negative effect on the interest attitude and morale of employees.

Poor Office Setting:

Molokwu (1993) itemized this under the following:

1. Loss of constraint town business associate and customer which may result in loss of good will and reduction in motivation.
2. It will be deficient for staff to transport themselves when the location is bad.
3. Absence of shops and restaurants etc. may render recruitment and retention of staff difficult because em-

ployees find it difficult for them to locate other material needed. This may hinder performance since they travel from their office to produce some materials that the lack and is needed for use.

Noise:

David (1981) saw noise as one of the environmental pollution in our society. He further maintained that medical scientist warns that noise above certain levels impairs our hearing ability as it has the capacity of damaging the eardrum. Noise could also damage the entire human organs mostly by causing high blood pressure. Armstrong (1977) saw noise as an aspect of occupation health which is probably more negative than others, yet excessive noise and emotional stress. Amstrong (1977) further asserted that noiseless working environment helps workers or employee to work effectively and efficiently.

Dirtiness:

According to Molokwu (1993), unclean environment affects employee's life and health condition. Flippo (1983) is of the view that poor sanitary convenience such as poor toilets, absence of wash hand-basin, soap, etc. may affect the morale of employees and reduction of productivity.

Brief highlight of effect of work environment on the productivity of employee

From the different ideas gotten about the effect of work environment on the productivity of employees, it was observed that on the other whole, the physical work environment has a far reaching effect on the morale of employees. The literature also revealed that shabby, depressing and dejected work environment reduces employees' morale and promote absenteeism, lateness, low labour turnover, waste of resources and other negative attitude among employees, while the provision of good working environment generates interest and increases productivity. From the literature, we noted that each of the various conditional factors of work environment is important in enhancing the employees "morale" which is the capacity of group of people to work together persistently towards the pursuit of a common purpose that can be encouraged by making the place of work an ideal home to enhance employees job satisfaction and work motivation.

CONCLUSION

From the research findings, the following conclusions were drawn.

1. If good office environment is provided for employees, it will go a long way to enhance their morale and performance. If office is neat, noiseless, properly arranged well lighted and ventilated, employees will feel a sense of belonging and this will make them to work efficiently and effectively.
2. Good physical working environment inspires workers to spend more time in their various offices, employees responded emotionally better towards the provision of good office environment by not absenting themselves unnecessarily from work, lateness to work and other negative attitude will be drastically reduced.
3. Good working environment increase individual output therefore leading to growth of the organization. For any organization to progress, the employees should be provided with good office environment which will motivate them to greater action so as to attain the set objective of the organization.

Recommendation

The researchers recommended the followings: The organization should map out programme for provision of good work environment to increase productivity and of promoting occupational safety and health of workers. The organization should ensure that the office of its workers is always clean, tiding up and properly arranged for easy movement and comfortable to the workers and customers.

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